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CAF 7977

March 28, 2008

COLLECTIVE NEGOTIATIONS AGREEMENT
BETWEEN
THE ENLARGED CITY SCHOOL DISTRICT
OF THE CITY OF MIDDLETOWN, NEW YORK
AND
THE MIDDLETOWN FOOD SERVICE WORKERS' UNIT

Effective July 1, 2005

Through June 30, 2010

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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January 21, 2008

AGREEMENT between the ENLARGED CITY SCHOOL DISTRICT OF MIDDLETOWN (hereinafter the "DISTRICT") and the MIDDLETOWN FOOD SERVICE WORKERS' UNIT (hereinafter the "UNION").

ARTICLE I. RECOGNITION

The Union shall be the sole and exclusive representative for the following regularly employed full-time and part-time food service employees, both salaried and hourly, who are employed by the District: Cook Managers, Cook/Bakers, Assistant Cook/Bakers, Food Service Helpers, Senior Food Service Helpers, Senior School Food Service Helper, Food Service Supervisors, Senior Food Service Supervisors, Production Supervisors, Food Service Warehouse Persons and excluding all others.

ARTICLE II. WORK YEAR

A. Full-Time Employees

1. Ten-Month Full-Time Employees

The employee contract year runs from September 1 through the last day of school as specified on the official school calendar. Employees are paid an annual salary, which includes any holidays and school vacation days which fall within the school year, except as provided in Article XII. The Director of Food and Nutrition Services may schedule full-time 10-month employees to work up to three days during the two weeks

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prior to the opening of school in September, without additional compensation. If the Director requests that employees work additional days beyond three, acceptance shall be voluntary and the member shall be compensated for such additional time at his/her hourly rate.

2. 12 Month Full-Time Employees

Senior Food Service Supervisors shall be employed for (12) months, and shall receive an annual salary based upon a maximum of 226 work days per year. Senior Food Service Supervisors shall receive July 4th and all school holiday and vacation days off.

B. Part-time Employees

Part-time employees shall work those days designated on the school calendar for student attendance. Part-time employees are paid on an hourly basis for all hours worked.

C. Superintendent's Conference Days

All full-time employees shall report to work on Superintendent's Conference/Staff Development days. Part-time employees who are called in to work on Superintendent's Conference/Staff Development days shall be paid for all hours worked and shall receive a minimum of two hours' pay. Full-time employees shall not be required to work on non-instructional days when students are not in attendance other than the three days

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designated in Article II, Sections A.1 and 2 and the designated Superintendent's Conference/Staff Development days on the approved school calendar.

ARTICLE III. WORKWEEK

A. Full-time Employees

1. 35 hour per week employees. The following titles/classifications shall work 35 hours per week: Cook Manager and Food Service Warehouse Person.

2. 40 hour per week employees. The following titles/classifications shall work 40 hours per week: Production Supervisor, Senior Food Service Supervisor, Food Service Supervisor, Cook/Baker, Assistant Cook/Baker and Senior Food Service Helper.

3. Meal. Each employee shall be provided with a 30 minute meal period per day, which shall be scheduled by the Administrator for Food and Nutrition Services. This time is over and above the workweeks specified above. A free meal is provided for all unit members.

4. Snow Days. No salary deduction will be taken for declared snow days. In the event an employee calls in sick or uses a personal day on a day when school is subsequently closed, the District shall continue to re-credit that employee for his/her sick or personal leave time charged for that day.

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5. Delayed Openings. On days when there is a two-hour delay in student arrival time, employees shall report to work one and one-half hours after their regularly scheduled report time.

B. Part-time Employees

1. Part-time hourly employees are employed for such hours as meet the District's need. No part-time employee's contracted workweek may exceed 30 hours, unless the employee is asked to work additional hours by management. Part-time employees shall not be eligible for District health or dental insurance.

2. Emergency School Closing. In the event that school is closed on a scheduled school day because of an emergency situation, employees will be paid for the number of hours that they would normally have worked that day. In the event an employee calls in sick or uses a personal day on a day when school is subsequently closed, the District shall continue to re-credit that employee for his/her sick or personal leave time charged for that day.

3. Snow Days. In the event of a school closing due to snow, employees shall be paid for up to the number of snow days allocated by the District in the school calendar. In the event that school is closed for snow for more than the allocated number of days, employees will not be paid for the day. Instead, employees will be required to make up the day, and will be compensated for the make-up day.

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ARTICLE IV. VACATION

A. 12 Month Full Time Employees.

1. Senior Food Service Supervisors are entitled to an annual paid vacation

according to the length of service as per the following chart:

<u>LENGTH OF SERVICE</u>	<u>NUMBER OF VACATION DAYS</u>
Six months and up to Six Years of Completed Service	5 Work Days ¹
After Six Years of Completed Service	6 Work Days
After Seven Years of Completed Service	7 Work Days
After Eight Years of Completed Service	8 Work Days
After Nine Years of Completed Service	9 Work Days
After 10 Years or more	10 Work Days

¹ These days shall be prorated during the first year of employment as set forth in paragraph 3 of this section.

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2. Vacation days are calculated based upon the District's fiscal year, which begins July 1 and ends on June 30. Employees are credited with vacation days on July 1 of each year.

3. Employees who commence employment with the District between July 1 and December 31 shall receive a prorated vacation allotment for the first school year of employment. Employees who commence employment after January 1 shall not be eligible for vacation during the first school year of employment. Example: An employee who starts on December 30th will have six months of service on June 30th. Therefore, the employee will have earned 6/12 of the five total vacation days for his/her length of service for that fiscal year, which amounts to 2.5 vacation days. Thereafter, on July 1, the employee shall be credited with another five days of vacation, the full allotment for his/her years of service.

4. All vacation requests must be approved by the employee's supervisor.

5. An employee who has unused earned vacation time on June 30 may carry over those days into the following school year, during which time those carry over days must be used. If the employee does not use the carry over days during that year, the employee may request from the Superintendent permission to again carry over those days into the next school year.

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ARTICLE V. SALARY

A. Wages.

The base salary schedules in Appendix A shall be increased as follows:

2005-2006	-	3%
2006-2007	-	3%
2007-2008	-	3.25%
2008-2009	-	3.5%
2009-2010	-	3.5%

Effective July 1, 2007, the part-time warehouse salary schedule shall be deleted and the current part-time warehouse employee shall be placed on the part-time food service helper salary schedule at the closest step that provides an increase from his/her current salary.

Effective July 1, 2007, each step on the full-time employees' salary schedule shall be increased by \$175 prior to the application of the 3.25% increase referenced above.

B. Annual Increment. All new 12 month employees must be employed by the Board of Education prior to January 1 in order to be eligible for step movement on July 1. All new 10 month employees must be employed by the Board of Education prior to February 1 in order to be eligible for step movement on July 1. Service as a substitute employee shall not be included.

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C. Retention of Increments. Annual salary increments may be withheld by the Board of Education for unsatisfactory service, upon recommendation of the Administrator for Food and Nutrition Services and the Superintendent of Schools.

D. Credit for Prior Experience. New employees with prior experience may not be placed on the salary schedule higher than the Step 3.

E. Step Placement for Promotion/Change in Classification.

1. A current employee who is promoted or who changes to a higher-paying position, and who has no experience in the new position, shall be placed on the lowest step of the new classification that provides for an increase in salary. He/she shall then move to the next step on the schedule as of July 1st.

2. A current employee who is promoted or who changes to a higher-paying position, and who has experience in the new position, shall be placed on the step of the new classification that provides for an increase in salary, except that one additional step may be granted beyond this for prior experience in the District. He/she shall then move to the next step on the schedule as of July 1st.

F. Certification. Any employee who has been certified by the New York State School Food Service Association and/or the American School Food Service Association during the preceding 12-month period shall receive a \$75 stipend, payable not later than the second payroll period after receipt of said certification by the Personnel Office. In

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order to be eligible for this stipend, the employee must first present written evidence of the certification to the Personnel Office.

G. Hours Beyond the Regular Work Week.

1. Overtime. An employee who works in excess of 40 hours per week shall be compensated at the rate of one and one-half times the employee's regular hourly rate. This overtime rate shall only be paid when the employee actually works 40 or more hours within a week. Vacation days, sick days and holidays shall not be counted as hours of actual work for purposes of this section.

2. Holiday/Vacation Pay. In addition to any holiday or vacation pay to which an employee may be entitled, a full-time employee who works on his/her scheduled days off on a holiday, or during a vacation period during the school year, shall be compensated at his/her regular rate of pay for all such hours/days worked. A part-time employee who works on his/her scheduled day off, or on an unpaid holiday or during a vacation period during the school year, shall be only compensated at his/her regular rate of pay for the day. If a part-time employee works on a paid holiday, the employee shall be compensated at his/her regular rate of pay in addition to the holiday pay.

3. Summer Work. Food Service employees who work for the Food Service department during the summer shall be compensated at the employee's regular hourly

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rate, subject to the requirements of paragraph 1 above. An employee's regular hourly rate of pay shall be determined by their step/salary as of July 1st of that year. Employees who work under the Government-funded Migrant Program are excluded from the provision of this paragraph.

4. Catering Rate. Members shall be paid their regular salary/hourly rate for catering jobs performed before or after the start of their workday, subject to the requirements of paragraph 1 above. Members shall be paid one and one-half times their regular salary/hourly rate for catering jobs performed on weekends.

H. Out of Title Work. When an employee is required to work out-of-title in a higher paying position for 30 consecutive days or more, (s)he shall be paid at the lowest step of the higher paying position that provides the employee with an increase over his/her regular rate of pay.

I. Payment Options for Full-time Employees. Full-time employees may select to be paid in either (A) 21 equal biweekly checks totaling the annual salary; or (B) 20 equal biweekly checks each representing 1/26 of the annual salary, plus a 21st check for the remainder.

Employees must notify the Personnel Office in writing of which Option they are selecting by June 30th preceding the school year for which the Option is selected.

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Employees who fail to notify Personnel of their selected Option by June 30th shall be deemed to have selected "Option A."

New employees hired after June 30th but before August 31st may select either Option when they are hired. New employees hired after August 31st shall be paid in accordance with Option "A" above for their first year of service. Thereafter, they may select either Option in accordance with the above.

Effective June 20, 2007, the District shall have the option, upon prior notice to the Association, of implementing a bi-monthly payroll in which employees shall be paid on the 15th and 30th of each month. Upon implementation, this shall replace Option (A). However, employees may continue to select Option (B) with payments on the 15th and 30th of each month.

J. Mileage Reimbursement. Employees shall use the District's vehicles for catering, food deliveries and other business travel. If a District vehicle is not available and an employee must use his/her own vehicle for school-related business, (s)he shall be reimbursed for mileage at the current mileage reimbursement rate established by the District.

K. Hourly Rate. The daily rate for full-time employees shall be 1/200th of their annual salary, inclusive of longevity. The hourly rate for part-time employees shall be their step salary plus payments for longevity.

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ARTICLE VI. LONGEVITY INCREMENTS

A. Full-time Employees

1. A maximum of four longevity increments shall be awarded at the times and in the amounts set forth below:

After 5 years of employment	\$150 \$200 Effective July 1, 2006
After 10 years of employment	\$900 \$1,000 Effective July 1, 2006
After 15 years of employment	\$1,500 \$1,650 Effective July 1, 2006
After 20 years of employment	\$2,000 \$2,300 Effective July 1, 2006

Such amounts shall not be cumulative.

B. Part-time Employees

1. Longevity increments shall be awarded at the times and in the amounts set forth below:

After five years of employment an additional \$0.35 will be added to the hourly rate.

Effective July 1, 2006, this amount shall be \$0.40. Effective July 1, 2008, this amount shall be \$0.45.

After ten years of employment an additional \$0.25 will be added to the hourly rate.

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After fifteen years of employment an additional \$0.15 will be added to the hourly rate.

ARTICLE VII. HEALTH INSURANCE

A. Full-Time Employees

1. Employees who do not work a regularly scheduled workweek of 35 or more hours per week shall not be entitled to health insurance benefits.

2. Employees who are eligible for family coverage through a spouse or other individual under the Orange-Ulster health insurance plan², whether through the District or another employer, shall not also be eligible for health insurance coverage through the District. In the event that the spouse or other individual's health insurance plan also prohibits dual participation in the Orange-Ulster Plan, the determination as to which school district is required to provide coverage will be made in accordance with the rules, regulations and by-laws of the Orange-Ulster Plan. Where this restriction causes

² In the event the District changes insurance plans pursuant to paragraph 2, the reference to the Orange-Ulster Plan shall apply to the new plan.

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a discontinuation of coverage, the employee should review section A (4) to determine whether the employee may be eligible for an insurance buyout.

It is the intention of the parties in administering this provision to relieve the District of unnecessary insurance costs and to prevent duplication of coverage, not to preclude an individual or his/her dependents from health insurance coverage. Therefore, nothing contained in this provision shall preclude an employee from re-entering the Plan at any time when (s)he is no longer eligible for coverage under another person's Orange-Ulster health insurance plan. (e.g., upon death of a spouse, divorce.) Nor shall this provision be applied if its effect would be to leave the employee's children uninsured by reason of how custody and support issues have been determined by a court of law.

Employees may opt to reenter the plan and receive individual coverage 30 days prior to retirement. In the event the employee has dependents, the Orange-Ulster health plan Birthday-rule shall determine eligibility for family coverage. An employee who is eligible for the Orange-Ulster health insurance plan through another source must provide the District with information about that other coverage by September 15 of each year, so that the District can determine the employee's eligibility for continued health insurance coverage. Employees shall notify the District of any changes in their health insurance coverage that may affect their eligibility under the District's plan.

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3. Effective July 1, 2007, employees enrolled in the family health insurance plan whose base salary is \$40,437 or more shall contribute 5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is at least \$40,437 shall contribute 5% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the cost of the individual health insurance premium.

Effective July 1, 2009, employees enrolled in the family health insurance plan whose base salary is \$40,437 or more shall contribute 6% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose salary is at least \$40,437 shall contribute 6% of the cost of the individual health

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insurance premium. Employees enrolled in the family health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 5% of the cost of the individual health insurance premium. Employees enrolled in the family health insurance plan whose base salary is less than \$20,000 shall contribute 4.5% of the difference between the cost of the family health insurance premium and the individual health insurance premium. Employees enrolled in the individual health insurance plan whose base salary is less than \$20,000 shall contribute 4.5% of the cost of the individual health insurance premium.

Effective as soon as practicable following complete ratification and approval of the 2005-2010 Agreement, an Internal Revenue Code § 125 flexible spending plan related to health insurance shall be implemented, provided that the District shall have the right to designate the Plan administrator. It is understood that participation in the flexible spending plan is voluntary and that before the plan is utilized by a particular unit member, he/she shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including attorneys' fees, that may

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arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

4. A sum equal to 25% of the premium savings to the District per annum will be pro-rated and paid as follows: ten month employees who select the 21-paycheck option and twelve-month employees will receive their health insurance declination payment in 21 equal installments beginning with the first September paycheck and ending with the last paycheck in June. These payments will cover the period July through June of the same fiscal year. Each payment will equal $1/21$ of 25% of the health insurance premium that would have been paid by the District. If the employee re-enters the health insurance program during the course of the year, the declination payment shall be pro-rated and adjusted accordingly. Ten-month employees who select the 26-paycheck option shall receive 26 equal installments. Employees who are hired during the school year will receive payments beginning the month following the first full month of declination. These payments will be made in equal installments in the remaining paychecks for that school year that health insurance was declined. An employee who declines health insurance coverage through the mandatory non-duplication provision shall be entitled to the same health insurance declination payment.

5. Employees who retire from service will continue their share as former employees.

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6. Retirees may have their health insurance cost taken out of their retirement allowance if they choose to do so.

7. Notwithstanding any past practice to the contrary, the District shall not reimburse employees for the cost of any health insurance copayments, deductibles or penalties.

ARTICLE VIII. DENTAL INSURANCE

Full-time Employees

1. Employees who do not work a regularly scheduled workweek of 35 or more hours per week shall not be entitled to Dental insurance.

2. A dental insurance plan for employees and their dependents is available. The District will provide this plan to all full-time employees. The District shall pay the full cost of the dental plan for the 2005-2006, 2006-2007, and 2007-2008 school years. Effective July 1, 2008, employees enrolled in the family dental insurance plan whose base salary is \$40,437 or more shall contribute 5% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is at least \$40,437 shall contribute 5% of the cost of the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is between

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\$20,000 and \$40,436 shall contribute 4% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium.

Employees enrolled in the individual dental insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 4% of the cost of the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is less than \$20,000 shall contribute 3.5% of the cost of the individual dental insurance premium.

Effective July 1, 2009, employees enrolled in the family dental insurance plan whose base salary is \$40,437 or more shall contribute 6% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose salary is at least \$40,437 shall contribute 6% of the cost of the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is between \$20,000 and \$40,436 shall contribute 5% of the difference between the cost of the family dental insurance premium and the individual dental insurance premium. Employees enrolled in the family dental insurance plan whose base salary is less than \$20,000 shall contribute 4.5% of the difference between the cost of the family

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dental insurance premium and the individual dental insurance premium. Employees enrolled in the individual dental insurance plan whose base salary is less than \$20,000 shall contribute 4.5% of the cost of the individual dental insurance premium.

Effective as soon as practicable following complete ratification and approval of the 2005-2010 Agreement, an Internal Revenue Code § 125 flexible spending plan related to dental insurance shall be implemented, provided that the District shall have the right to designate the Plan administrator. It is understood that participation in the flexible spending plan is voluntary and that before the plan is utilized by a particular unit member, he/she shall first agree in writing to indemnify and save the District harmless against any and all claims and/or liabilities, including attorneys' fees, that may arise out of or by reason of action taken or not taken by the District for the purpose of complying with this Section.

3. The District may change dental insurance carriers after prior notice to the Union.

ARTICLE IX. UNIFORMS

The District shall provide new employees with three aprons and one visor. Upon the completion of probation, the District shall provide the employee with three shirts, three pair of pants/skirts and three additional aprons.

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At the beginning of each school year, the District shall provide all employees who have completed their probationary period with three aprons and any combination of six pants/skirts/shirts.

Replacements shall be issued at the discretion of the Administrator of Food and Nutrition Services. The Administrator of Food and Nutrition Services shall consult with the Association prior to the ordering of employees' shirts and pants to discuss the size of the shirts and pants to be ordered.

ARTICLE X. LEAVES OF ABSENCE

A. Sick Leave

1. Full-time Employees

a. All employees are entitled to 14 working days sick leave in any year on account of personal illness or physical disability.

b. If an employee does not use the full amount of sick leave allowed in any school year, the amount not used shall be accumulated from year to year, if needed, up to the 210 maximum number of accumulated days. Any accumulation of sick leave heretofore granted by the District shall be counted toward the accumulated leave.

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c. In cases of absence for illness or physical disability, the employee shall give his/her immediate superior as much prior notice as possible, both of his/her absence and of his/her return to duty.

d. A medical doctor's statement may be required at the discretion of the Director of Food and Nutrition Services and/or the Superintendent of Schools.

2. Part-time Employees

a. During the school year, an employee may be absent because of personal illness or physical disability for an amount of time equal to five days of his/her regular work week without loss of pay.

b. Cumulative Sick Leave. If an employee does not use the full amount of sick time allowed in any school year, the amount not used shall be accumulated from year to year not to exceed 50 work days. All sick leave time that was accumulated prior to the 1984-1985 contract shall remain in effect.

c. In cases of absence for illness or physical disability, the employee shall give his/her immediate superior as much prior notice as possible, both of his/her absence and of his/her return to duty.

d. A medical doctor's statement may be required at the discretion of the Director of Food and Nutrition Services and/or the Superintendent of Schools.

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B. Personal Days

1. Personal days are to be used for purposes of an urgent and important nature that cannot normally be met at times other than the employee's regularly scheduled hours of the work day. Personal leave may include, but not be limited to, matters of a legal nature, moving, medical consultation, religious holiday or bereavement. Poor driving conditions, transportation problems, inclement weather, or the creating or lengthening of a holiday period are not considered for personal leave day.

2. Full-Time Employees. Employees may be granted three personal days per year without loss of pay and not to be charged against sick leave.

3. Part-time Employees. During the school year, an employee may be absent because of personal business for amount of time equal to two days of her/his regular workweek without loss of pay and not to be charged against sick leave.

4. Personnel are not required to state the specific reasons why a personal leave day is required. However, staff will be required to report the nature of the personal leave on a form which contains the employee's name, day(s) and date(s) of the leave, signature of the Administrator for Food and Nutrition Services granting approval, and a check list with the following:

1. Legal Matters
2. Ceremonies of a family or religious nature

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3. Moving
4. Medical Consultation
5. Religious Holiday
6. Funeral
7. Other (specify)

This form must be submitted to the Administrator for Food and Nutrition Services at least five days prior to the use of the requested leave day. In the event of an emergency, this form must be submitted immediately upon return.

5. It is expected that prior approval will be received from the immediate supervisor at least one day before personal leave is requested. This prior approval may be waived in unusual circumstances in which the need for personal leave could not have been anticipated.

6. No personal leave may be used immediately before or immediately after a vacation or holiday period unless approved by the Superintendent of Schools or his/her designee.

7. Cumulative Personal Leave Time. If an employee does not use the full amount of personal leave allowed in any school year, the amount not used shall be accumulated from year to year to a maximum of five days of his/her regular workweek. Any additional personal leave accumulated beyond this time shall be transferred to accumulated sick leave.

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C. Serious Illness in the Immediate Family

1. Full-time Employees

a. Paid leave for serious illness in the immediate family is permitted up to five days per year, chargeable against the employee's personal leave and, if personal leave days have been exhausted, sick leave.

b. "Immediate family" is defined as wife, husband, father, mother, child, brother, sister, grandchild, brother-in-law, sister-in-law, grandmother and grandfather of employee or spouse.

D. Religious Holidays

When an employee elects to take leave for a religious holiday or holidays, the day or days will be charged against the accumulated number of sick days and/or personal leave of the employee.

E. Death in the Immediate Family

1. Full-time Employees

a. Leave for each death in the immediate family is three days with full pay not charged against sick leave. Two additional days, when taken, will be charged against two personal days. If personal days have been used, then the additional day or days will be charged against sick leave.

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b. "Immediate family" shall be defined as outlined in Section C(1)(b)

above.

F. Child Care Leave

1. Full-time Employees

a. A permanent employee may request a child care leave of absence not to exceed two years, provided that three months advance written request is submitted specifying respectively the first day upon which the leave is to commence and the first day of the school year upon which it is to terminate. This leave shall be unpaid.

G. Jury Duty

All employees subpoenaed as witnesses on behalf of the District or as jurors will be paid their regular salary for all such days served as such. Any witness or juror fees - excluding mileage reimbursement - shall be turned over to the District. Employees shall inform their immediate supervisor and the Administrator for Food and Nutrition Services immediately upon receipt of a summons or subpoena. Where available, employees will request that they be placed "on call." Upon return from service, the employee must submit court documentation verifying service to the Personnel Office.

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H. Workers' Compensation Leave

1. Full-time Employees

a. All employees who receive a personal injury while serving in the District shall receive up to the first five days off duty with full pay. These days are not deductible from accumulated sick leave.

b. 1. When a full-time employee, employed continuously for a period of one year, receives compensation under the Workers' Compensation Law on account of disability and as a result of an injury received in the course of his/her employment by the District, the employee shall be placed on Workers' Compensation ("WC") paid leave status without charge to the employee's accrued unused leave time, not exceeding the period of one year. All monies received from Workers' Compensation for advanced wages shall be retained by the District.

2. The salary and leave status of employees who have not been continuously employed for one year shall be determined pursuant to the same procedures as set forth in paragraph "c" below.

c. In the event disability continues for a period exceeding one year, and the employee continues to receive compensation under the Workers' Compensation Law on account of such disability, the employee shall elect in writing within 10 days after the anniversary date of the injury whether the employee desires to receive sick

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leave with pay during the period of disability for which the employee receives compensation. Such writing must be filed with the District Clerk and the Director for Personnel Services.

1. In the event the employee elects to receive sick leave with pay during the disability, the employee shall be placed on paid sick leave for the period of disability, not exceeding the employee's accumulated and unused sick time. When the District is notified of an award made by Workers' Compensation, the employee shall be prospectively reccredited with used sick leave days in an amount equal to the amount of monies received by the District from Workers' Compensation divided by the employee's per diem salary at the time the disability began. The reccrediting of used sick leave days shall not exceed the amount of the employee's accumulated and unused sick leave at the time the disability began.

2. In the event the employee does not elect to receive sick leave with pay during the disability, the employee shall be placed on an unpaid 'WC' leave of absence for the period of the disability.

d. The District retains its right to take action pursuant to Civil Service Law §§ 71-73 and nothing in this Article limits or precludes the District's right to take such action.

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I. Disability Leave

Employees shall be entitled to utilize cumulative paid sick leave for disability or injury, which shall include disability resulting from pregnancy or birth. Employees must submit medical verification of the disability and its expected duration reasonably satisfactory to the District. The District reserves the right to require an employee to submit to a medical examination by a doctor of the District's choice at District expense.

J. Leave of Absence

1. Full-time Employees

An employee who has been granted a leave of absence of six months or less by the District shall have no interruption in continuous service to determine step on salary schedule, service increments and vacation time. If an official leave is granted for more than six months, the employee shall return to the same step and credited year of service as when beginning the leave.

ARTICLE XL SICK LEAVE REIMBURSEMENT

A. Full-time Employees

1. Upon termination of service to the District, employees leaving in good standing after one or more years of continuous employment will be reimbursed all accumulated unused sick leave up to a maximum of 210 days.

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2. The same provision shall apply in the event of death while employed by the District, the sum computed in like manner, to be paid to the employee's estate.

3. Accumulated unused sick leave days will be reimbursed as follows:

Completed 10 or 12 month	(Average number of accumulated days per year)			
	12+	8-11	6-7	0-5
1-3 years of service	\$30	\$25	\$20	\$15
4-10 years of service	\$40	\$35	\$25	\$20
11-20 years of service	\$45	\$40	\$30	\$25
21+ years of service	\$50	\$45	\$35	\$30

4. An employee may exercise the option of receiving the present reimbursement of \$25 per day for all days accumulated prior to July 1, 1982. All days accumulated after July 1, 1982 will be reimbursed in accordance with the above scale.

5. Upon retirement from the District, days accumulated in excess of the maximums may be applied toward the purchase of health insurance benefits at the rate per day described above. The employee may opt to apply all or any portion of sick leave reimbursement funds toward the purchase of health insurance benefits. Such option shall be exercised once at the time of retirement. After this fund has been exhausted, the retiree shall continue to have health insurance coverage by contributing his/her share as a former employee.

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ARTICLE XII. PAID HOLIDAYS

A. Full-Time Employees

Employees shall not be required to work on school holidays which fall during the school year and shall be paid for those holidays as part of their regular annual salary, provided that they work on the workday before and the workday after the holiday or day off.

B. Part-Time Employees

Employees shall be paid for their normally scheduled daily hours on the following holidays, provided that they work on the workday before and the workday after the holiday or day off:

1. Thanksgiving Day
2. Lincoln's Birthday
3. One day during Spring Vacation
4. Memorial Day
5. Martin Luther King Day
6. One day during December Winter Vacation

ARTICLE XIII. SUPERVISION AND EVALUATION

A. Evaluation Procedure

1. The Director for Food and Nutrition Services or designee and/or the Building Principal shall evaluate all employees at least once annually prior to June 1. The Evaluator shall give the employee a copy of the completed evaluation for

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review. The employee shall either (1) sign the evaluation within five school days of receipt and return it to the Director of Food and Nutrition Services, or (2) request a meeting with the evaluator to discuss the evaluation and any concerns or problems that may have been identified therein.

2. If the employee requests a meeting, it shall be scheduled within five school days of the employee's request, or as soon as practicable thereafter. At the end of the meeting, the employee shall sign the evaluation. The employee's signature shall not signify agreement, but shall only serve as evidence that he/she has read and reviewed the evaluation.

3. Within five school days of the meeting (if requested) or within five school days of the employee's receipt of the evaluation (if no meeting requested), the employee may submit written comments about the evaluation to the Evaluator. Such comments shall be attached to the evaluation and placed in the employee's personnel file.

ARTICLE XIV. PERSONNEL FILES

A. The District shall not place any material derogatory to an employee's conduct, service, character or personality into an employee's personnel file unless the employee has had an opportunity to review the material. The employee shall be given a copy of

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said material and will acknowledge that he/she has had an opportunity to review the materials by affixing his/her signature to the copy. Such signature shall only signify that the employee has read the material, and does not necessarily indicate agreement with the contents thereof. In the event the employee refuses to sign the copy, this shall be noted and the material shall then be entered into the file.

B. An employee shall have the right to submit a written answer to such material to the administrator within 10 school days, which shall be attached to the material and placed in the employee's file.

C. Upon reasonable notice to the District, an employee shall have the right to make an appointment to review the contents of his/her personnel file and to make copies of any documents contained therein. Fees for the copies shall be charged in accordance with the District practice. No documents shall be removed from the personnel file.

D. An employee shall have the right to have an Association representative present with him/her when he/she reviews his/her personnel file.

ARTICLE XV. EMPLOYMENT AND RE-EMPLOYMENT

1. Memorandum of Employment. New employees shall receive a copy of the memorandum of employment at the time it is prepared, and in no case later than the end of their first payroll period. All other employees will receive such notice only when

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there is a change of status in either hours or rate of pay. The Memorandum of Employment shall include the employee's classification, step and salary.

2. Rehiring Notice. Employees will be notified as to their employment status for the next school year as of June 30, if possible. Whenever possible, Food Service Supervisors will notify their employees as to their specific assignments for the new school year by September 1.

3. The re-employment of an employee shall be annually based on a satisfactory evaluation, and is contingent upon the needs and financial status of the District.

ARTICLE XVI. TRANSFER

Employees may request transfer to a different building by submitting a written application to the Personnel Office. Such request will be given consideration as vacancies occur.

ARTICLE XVII. SENIORITY

1. Service Seniority/District-Wide Seniority Defined - Service Seniority/District-wide seniority shall be defined as an employee's combined total years of service for any and all positions worked in the District.

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2. Seniority as consideration for job opening, placement, etc. - Service

Seniority and District needs shall be prime considerations in the determination of such things as: job opening, placement, shift assignment and transfer of building assignment.

3. Seniority Accumulation-Full time Employees - When a full-time

employee changes his/her classification or job title, any years seniority previously accumulated in other positions in the District shall be credited to the employee's total years service seniority when he/she transfers to the new position.

4. Seniority Accumulation-Part time Employees - When a part-time

employee changes job title or classification, or becomes a full-time employee, any years seniority previously accumulated in other positions shall be credited to the employee's total years service seniority when he/she transfers to the new position, in proportion to the daily hours worked in the prior position(s).

For Example: a part-time employee who works 19 3/4 hours per week as a Food Service Helper for one year and who then becomes a full-time Assistant Baker shall be credited with six months service seniority for the time as Food Service Helper. Such seniority shall be credited to the employee's total years service seniority when he/she transfers to the new position of Assistant Baker.

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5. Reductions in Force - If the number of unit employees is reduced, the least senior employee in the classification being reduced shall be the first released. The least senior shall be determined by total service seniority/District-wide seniority.

For Example: If the District must reduce the number of employees in the classification of Food Service Helper, the person with the least amount of service seniority/District-wide seniority who is in that classification shall be the first released.

ARTICLE XVIII. VACANCY NOTIFICATION

A. During the school year, the District shall post notices for all new unit positions/vacancies in all buildings on the kitchen bulletin boards. During the summer, notices of new positions/vacancies shall be posted in the central kitchen and/or the Office of Food and Nutrition Services. Positions shall remain on the bulletin boards until such time as the position(s) are filled. The District shall mail the President of the Association copies of all vacancy notices at the time the position is posted.

B. The District shall give consideration to qualified part-time personnel who apply for full-time positions/vacancies. The District shall give consideration to qualified current unit members who apply for a transfer before hiring non-unit members to fill vacancies.

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ARTICLE XIX. ABOLISHING POSITIONS

All full-time employees are protected as provided by the rules and regulations of the New York State Civil Service Law.

ARTICLE XX. SUBSTITUTES

The District shall maintain a substitute list for the unit. In the event of a unit employee's absence, the District shall attempt to arrange coverage from the substitute list.

ARTICLE XXI. MEDICAL EXAMINATIONS

A. New employees shall submit evidence/documentation of a physical examination conducted within the preceding year before starting employment. Tuberculosis testing must be part of the medical examination. As an alternative, the school physician may conduct the examination at no cost to the employee.

B. Cafeteria workers shall be required to meet the standards of the State Department of Health.

C. The District may require an employee to have physical examination by the school physician whenever such examination is deemed necessary. In the event that

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the District requests that an employee submit to a physical exam, the District shall bear the cost of the exam.

ARTICLE XXII. RETIREMENT

A. All employees have the option to join the New York State Employee's Retirement System in accordance with the rules and laws governing the System.

B. Special Longevity Salary Increments.

1. A full-time employee may elect, for one year only, a special salary increase of \$1,000 beyond the regular contract salary under the exact circumstances stated as follows:

(a) The employee shall make the request in writing at least 30 days prior to the start of the contract year during which the increase is to be paid.

(b) This election shall be available to such employees only during the single contract year in which they become 55 years of age and complete 15 years of service, or when, one of these two conditions having previously been met, the second condition is met.

(c) An employee who elects this option during one contract year and remains in service thereafter shall receive, in the contract year following the year of the special salary increase, a salary equal to the regular contract salary, reduced by \$2,000.

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Effective June 20, 2007, Article XXII (B) shall be deleted. For the 2007-2008, 2008-2009 and 2009-2010 school years only, any employee who is age 55 or older with at least 15 years of service to the District and who provides the District with at least three months written notice of retirement, shall receive \$1,000 to be paid to the employee no later than 30 days after the effective date of his/her retirement. This provision shall sunset and shall have no further effect on June 30, 2010. The Association waives the applicability of Civil Service Law Section 209-a 1(e) to this provision

For the 2007-2008 school year only, any employee who is age 55 or older with at least 15 years of service to the District and who provides the District with at least 150 days written notice of retirement, shall receive \$2,000 to be paid to the employee no later than 30 days after the effective date of his/her retirement. This payment is inclusive of, and not in addition to, any other payment an employee may be entitled to pursuant to Article XXII (B) of the collective bargaining agreement. This provision shall sunset and shall have no further effect on June 30, 2008. The Association waives the applicability of Civil Service Law Section 209-a.1(e) to his agreement.

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ARTICLE XXIII. GRIEVANCE PROCEDURES

A. Grievance Definition. "Grievance" shall mean a claim by a unit member alleging a violation of a specific provision of this Agreement. .

B. Waiver. No grievance shall be entertained, and such grievance shall be deemed waived, unless the grievance is forwarded at the first stage within five working days after the employee knew or should have known of the act or conditions upon which the grievance is based.

C. Procedure. To provide for the settlement of differences the following procedure should be followed:

1. The employee will informally confer with his/her immediate supervisor about the grievance.

2. If the grievance has not been resolved to the satisfaction of the employee at the first step, the employee shall submit his/her grievance in writing to the President of the Association. If, in the opinion of the President, the grievance is founded, a request in writing shall be made to the designee of the Superintendent of Schools for a review of the grievance, or if no decision is rendered within 20 working days, a similar request for review shall be made to the Superintendent of Schools.

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3. If the decision of the Superintendent of Schools fails to resolve this grievance, or if no decision is rendered within 20 working days, a petition will be made to the Board of Education, or their representative, for a final review and determination.

ARTICLE XXIV. DUES DEDUCTION

A. The District agrees, under the terms set forth below, to deduct dues for the Union from the salaries of unit members who voluntarily authorize such deductions on forms to be sanctioned by the District.

1. No later than two weeks prior to the first October payroll date for 10 month employees, the Union shall certify to the District the following: (1) the current rate of its membership dues; (2) the payroll periods for which dues are to be deducted; (3) a list of those employees who have voluntarily authorized deductions, and the original signed dues authorization cards for any new members. If the Union changes the rate of its membership dues, it will give the District 30 days written notice prior to the effective date of the change.

2. The total annual membership dues certified for the Union will be deducted in 20 equal and consecutive installments. Each of the installments is to be transmitted to the Union within one week of the date of deduction. The first transmittal shall be accompanied by a listing of members for whom deductions have been made and the

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amount deducted for each. The District shall implement authorized payroll deductions no later than two weeks following the receipt of the dues authorization cards or other payroll deduction information from the Association.

3. An employee may withdraw his/her authorization any time by written notice received by the District at least two weeks prior to the effective pay period with full remittance of the unpaid balance to the Union.

B. To the extent required by State Law, employees who are not members of the Association shall be required to pay an agency fee to the Association in an amount equivalent to Association dues. The District shall deduct the agency fee from the salaries of all non-Association members and shall transmit the sum so deducted to the Association at the same time and in the same manner as dues deducted from the salaries of Association members. Upon request of any member or the District, the Association shall provide a detailed accounting of its expenditures and/or detailed description of its agency fee refund procedure to said member and/or the District. The Association represents that it has established and will maintain a procedure which provides for the refund, to any employee who so demands, of any part of an agency fee deduction which represents that member's pro-rata share of expenditures in aid of activities or causes of a political or ideological nature only incidentally related to terms and conditions of employment. The Association will provide the District with a copy of the refund

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procedure prior to the deduction of any agency fees pursuant to this provision. The procedure for deduction of fees shall be the same as the dues deduction procedure set forth above.

C. Upon written authorization from the employee, the District shall make payroll deductions for any member so requesting for the purpose of participating in any NYSUT benefit program, until such authorization is terminated or revoked in writing.

D. The Union shall indemnify and save and hold the District and any and all of its employees, representatives, officers and/or members of the Board of Education (collectively "employees") harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken or not taken by the District or any of its employees for the purpose of complying with the agency fees and dues deduction or the NYSUT benefit program deduction provisions of this Agreement and/or State law.

ARTICLE XXV. PAID UNION LEAVE

Union Officers - (President, Vice Presidents, Secretary and Treasurer) shall be permitted to use a collective total of 24 hours for Union business with prior approval of the Director of Food and Nutrition Services. Leave shall only be granted in four hour blocks of time.

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ARTICLE XXVI. APPLICATION AND AMENDMENT

The terms of this Agreement shall not apply where inconsistent with constitutional, statutory or other legal provisions, including but not limited to, the rules and regulations of the Commissioner of Education, the rules, regulations, by-laws and policy of the Board of Education and the statutes of the State of New York. If any provision of this Agreement is found to be contrary to law, such provision shall be modified forthwith by the parties hereto to the extent necessary to conform thereto. In such case, all other provisions of this Agreement shall remain in effect.

ARTICLE XXVII. COMPLETE AGREEMENT

...This Agreement shall constitute the full and complete agreement between the parties and may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this Agreement.

ARTICLE XXVIII. DURATION OF CONTRACT

This Agreement shall commence on July 1, 2005 and shall terminate on June 30, 2010, inclusive.

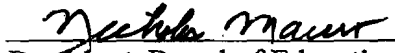
March 28, 2008

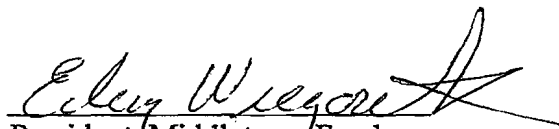
ARTICLE XXIX. STATUTORY NOTICE

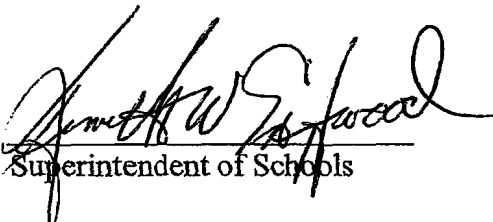
IT IS AGREED BY AND BETWEEN THE PARTIES, THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

THE ENLARGED CITY SCHOOL
DISTRICT OF MIDDLETOWN

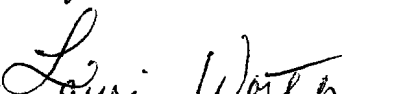
THE MIDDLETOWN FOOD
SERVICE WORKERS' UNIT

By: 
President, Board of Education

By: 
President, Middletown Food
Service Workers' Unit

By: 
Superintendent of Schools

By: 
Negotiating Committee

By: 
Negotiating Committee

Dated this 4th day of

December, 2008

2005 - 2010 Part-Time Food Service Helper Salary Schedule

STEP	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
	3%	3%	3.25%	3.5%	3.5%
1	\$8.76	\$9.02	\$9.31	\$9.64	\$9.97
2	\$9.01	\$9.28	\$9.58	\$9.92	\$10.27
3	\$9.27	\$9.55	\$9.86	\$10.20	\$10.56
4	\$9.53	\$9.81	\$10.13	\$10.49	\$10.85
5	\$9.79	\$10.08	\$10.41	\$10.77	\$11.15
6	\$10.04	\$10.34	\$10.68	\$11.05	\$11.44
7	\$10.30	\$10.61	\$10.95	\$11.34	\$11.73
8	\$10.51	\$10.82	\$11.17	\$11.56	\$11.97
9	\$10.71	\$11.03	\$11.39	\$11.79	\$12.20
10	\$10.92	\$11.25	\$11.61	\$12.02	\$12.44
11	\$11.12	\$11.46	\$11.83	\$12.24	\$12.67
12	\$11.38	\$11.72	\$12.10	\$12.53	\$12.97
13	\$11.69	\$12.04	\$12.43	\$12.87	\$13.32
14	\$12.00	\$12.36	\$12.76	\$13.21	\$13.67
15	\$12.31	\$12.68	\$13.09	\$13.55	\$14.02
16	\$12.62	\$13.00	\$13.42	\$13.89	\$14.37
\$ / HR					
STEP	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010
STEP	3%	3%	.30+3.25%	3.5	3.50%
1	\$8.76	\$9.02	\$9.75	\$10.09	\$10.44
2	\$9.01	\$9.28	\$10.05	\$10.40	\$10.77
3	\$9.27	\$9.55	\$10.35	\$10.71	\$11.09
4	\$9.53	\$9.81	\$10.65	\$11.02	\$11.41
5	\$9.79	\$10.08	\$10.95	\$11.33	\$11.73
6	\$10.04	\$10.34	\$11.25	\$11.64	\$12.05
7	\$10.30	\$10.61	\$11.55	\$11.95	\$12.37
8	\$10.51	\$10.82	\$11.85	\$12.26	\$12.69
9	\$10.71	\$11.03	\$12.15	\$12.58	\$13.02
10	\$10.92	\$11.25	\$12.45	\$12.89	\$13.34
11	\$11.12	\$11.46	\$12.75	\$13.20	\$13.66
12	\$11.38	\$11.72	\$13.05	\$13.51	\$13.98
13	\$11.69	\$12.04	\$13.35	\$13.82	\$14.30
14	\$12.00	\$12.36	\$13.65	\$14.13	\$14.62
15	\$12.31	\$12.68	\$13.95	\$14.44	\$14.94
16	\$12.62	\$13.00	\$14.25	\$14.75	\$15.26
\$ / HR					

APPENDIX A

2005/06 2006/07 2007/08 2008/09 2009/10

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Senior Food Service Supervisor

STEP	3%	3%	3.25%	3.50%	3.50%
1	\$38,475	\$39,629	\$41,097	\$42,536	\$44,025
2	\$39,268	\$40,446	\$41,941	\$43,409	\$44,928
3	\$40,029	\$41,230	\$42,750	\$44,247	\$45,795
4	\$40,829	\$42,054	\$43,602	\$45,128	\$46,707
5	\$41,646	\$42,895	\$44,470	\$46,027	\$47,638
6	\$42,478	\$43,753	\$45,355	\$46,943	\$48,586
7	\$43,328	\$44,628	\$46,259	\$47,878	\$49,554
8	\$44,195	\$45,521	\$47,181	\$48,833	\$50,542
9	\$45,079	\$46,431	\$48,121	\$49,805	\$51,548
10	\$45,980	\$47,360	\$49,080	\$50,797	\$52,575

Food Service Production Supervisor

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$28,486	\$29,340	\$30,474	\$31,541	\$32,645
2	\$29,033	\$29,904	\$31,056	\$32,143	\$33,268
3	\$29,589	\$30,476	\$31,648	\$32,755	\$33,902
4	\$30,157	\$31,062	\$32,252	\$33,381	\$34,549
5	\$30,737	\$31,659	\$32,869	\$34,019	\$35,210
6	\$31,327	\$32,267	\$33,497	\$34,669	\$35,882
7	\$31,931	\$32,889	\$34,139	\$35,333	\$36,570
8	\$32,546	\$33,522	\$34,792	\$36,010	\$37,271
9	\$33,173	\$34,168	\$35,460	\$36,701	\$37,985
10	\$33,813	\$34,827	\$36,140	\$37,405	\$38,714

Cook Manager

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$27,156	\$27,971	\$29,060	\$30,077	\$31,130
2	\$27,681	\$28,512	\$29,619	\$30,656	\$31,729
3	\$28,207	\$29,053	\$30,178	\$31,234	\$32,327
4	\$28,731	\$29,593	\$30,735	\$31,811	\$32,924
5	\$29,252	\$30,130	\$31,289	\$32,385	\$33,518
6	\$29,781	\$30,675	\$31,852	\$32,967	\$34,121
7	\$30,308	\$31,217	\$32,412	\$33,547	\$34,721

Food Service Supervisor

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$25,686	\$26,457	\$27,497	\$28,460	\$29,456
2	\$26,164	\$26,949	\$28,006	\$28,986	\$30,000
3	\$26,651	\$27,451	\$28,524	\$29,522	\$30,555
4	\$27,149	\$27,963	\$29,053	\$30,070	\$31,122
5	\$27,656	\$28,485	\$29,592	\$30,627	\$31,699
6	\$28,174	\$29,019	\$30,143	\$31,198	\$32,290
7	\$28,701	\$29,562	\$30,703	\$31,778	\$32,890
8	\$29,240	\$30,117	\$31,276	\$32,371	\$33,504
9	\$29,789	\$30,682	\$31,860	\$32,975	\$34,129
10	\$30,349	\$31,259	\$32,456	\$33,592	\$34,768

Cook/Baker

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$22,644	\$23,323	\$24,262	\$25,111	\$25,990
2	\$23,097	\$23,790	\$24,743	\$25,609	\$26,506
3	\$23,558	\$24,265	\$25,234	\$26,117	\$27,032
4	\$24,030	\$24,751	\$25,736	\$26,637	\$27,569
5	\$24,510	\$25,245	\$26,246	\$27,165	\$28,116
6	\$25,000	\$25,750	\$26,768	\$27,705	\$28,674
7	\$25,501	\$26,266	\$27,300	\$28,256	\$29,245
8	\$26,011	\$26,791	\$27,842	\$28,817	\$29,825
9	\$26,531	\$27,327	\$28,395	\$29,389	\$30,418
10	\$27,061	\$27,873	\$28,960	\$29,973	\$31,022

Warehouse Person

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$21,212	\$21,848	\$22,739	\$23,535	\$24,359
2	\$21,611	\$22,260	\$23,164	\$23,975	\$24,814
3	\$22,019	\$22,680	\$23,598	\$24,424	\$25,278
4	\$22,436	\$23,110	\$24,041	\$24,883	\$25,754
5	\$22,861	\$23,547	\$24,493	\$25,350	\$26,237
6	\$23,293	\$23,992	\$24,953	\$25,826	\$26,730
7	\$23,735	\$24,447	\$25,423	\$26,312	\$27,233
8	\$24,186	\$24,912	\$25,902	\$26,809	\$27,747
9	\$24,646	\$25,385	\$26,391	\$27,315	\$28,271
10	\$25,114	\$25,868	\$26,889	\$27,830	\$28,805

Assistant Cook/Baker

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$20,757	\$21,379	\$22,255	\$23,034	\$23,840
2	\$21,172	\$21,807	\$22,696	\$23,491	\$24,313
3	\$21,595	\$22,243	\$23,146	\$23,957	\$24,795
4	\$22,027	\$22,687	\$23,605	\$24,432	\$25,287
5	\$22,467	\$23,141	\$24,074	\$24,917	\$25,789
6	\$22,916	\$23,604	\$24,552	\$25,411	\$26,300
7	\$23,375	\$24,076	\$25,039	\$25,916	\$26,823
8	\$23,842	\$24,558	\$25,537	\$26,430	\$27,355
9	\$24,319	\$25,049	\$26,044	\$26,955	\$27,899
10	\$24,805	\$25,550	\$26,561	\$27,490	\$28,452

Senior School Food Service Helper (MHS,MH)

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$18,817	\$19,382	\$20,192	\$20,899	\$21,630
2	\$19,168	\$19,743	\$20,566	\$21,285	\$22,030
3	\$19,528	\$20,114	\$20,948	\$21,681	\$22,440
4	\$19,894	\$20,491	\$21,338	\$22,085	\$22,858
5	\$20,268	\$20,876	\$21,736	\$22,496	\$23,284
6	\$20,649	\$21,269	\$22,141	\$22,916	\$23,718
7	\$21,039	\$21,670	\$22,555	\$23,344	\$24,161
8	\$21,435	\$22,078	\$22,977	\$23,781	\$24,613
9	\$21,840	\$22,495	\$23,407	\$24,226	\$25,074
10	\$22,252	\$22,920	\$23,845	\$24,680	\$25,544

Senior Food Service Helper (Central Prep)

	2005/06	2006/07	2007/08	2008/09	2009/10
STEP					
1	\$18,215	\$18,761	\$19,551	\$20,236	\$20,944
2	\$18,567	\$19,124	\$19,926	\$20,623	\$21,345
3	\$18,925	\$19,493	\$20,307	\$21,018	\$21,754
4	\$19,292	\$19,871	\$20,697	\$21,422	\$22,171
5	\$19,666	\$20,256	\$21,095	\$21,833	\$22,597
6	\$20,047	\$20,648	\$21,500	\$22,253	\$23,031
7	\$20,436	\$21,049	\$21,914	\$22,681	\$23,475
8	\$20,833	\$21,458	\$22,336	\$23,118	\$23,927
9	\$21,238	\$21,875	\$22,766	\$23,563	\$24,388
10	\$21,650	\$22,299	\$23,204	\$24,017	\$24,857

